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State of Utah
Department of Workforce Services
Robert C. Gross
Executive Director

Central Region
Stephen Maas, Regional
Director
Kim M. Auberger,
Bus. Services Supervisor
1385 S. State Street
(801) 468-0097
(801) 468-0070 fax
Salt Lake City, UT 84115



DWS - Your Best Recruiting Value

DIRECTOR'S MESSAGE - BY STEPHEN MAAS

The economy in central Utah has slowed from the torrid pace of the past few years. Job growth is not at the pace it has been, and there have been some "right sizing" moves as a result. Handling your recruiting needs through DWS is a better business decision now more than ever.

Why is that you ask? As a large employer makes the very difficult decisions regarding the reduction of their labor force, they must notify us so that we may provide our Rapid Response Services. These services include registering the affected employees for Unemployment Insurance, explaining what re-training programs may be available, offering re-employment workshops, and registering them for our labor exchange system to move them as rapidly back into the workforce as possible. This is beneficial both for the affected worker as well as the employer.

We of course want to get the skilled worker re-employed as rapidly as possible. For the employer we want to keep their reputation in the community viable after having to go through such an event, as well as keep their Unemployment Tax Rate as low as possible. The faster we can re-employ the

affected worker, the less the charges are that go against the employers' Experience Rating.

For employers who are looking for skilled workers in a pretty tight labor market, this means that DWS is the best value for finding skilled workers motivated to quickly return to the workforce. By listing your jobs with DWS, you will be accessing the best skilled workers in the marketplace, at no

additional cost! Our goal is to match your needs with the skills of the job seekers in our database.

We do this through a very sophisticated computerized job skills matching system. The better you construct your job order with keywords that indicate

the types of skills you require, the better our system can quickly refer highly skilled and qualified applicants to you; often within 24 hours!

So do yourself a big favor; list your next job with DWS. Our business consultants are ready to assist you. Call 801-468-0097 or 888-920-WORK, or fax your job postings to 801-468-0070, or e-mail us at: wscfam.cjamiso@state.ut.us. Visit our website at: www.dws.state.ut.us to see the array of information and services available to you 24/7 electronically!

*Our system can
quickly refer
highly skilled and
qualified
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hours!*

earned income credit

Did you know...

that the Earned Income Credit (EIC) brings federal dollars back into local economies? The EIC is a special tax benefit for working people who earn low or moderate incomes. As an employer, you may have both employees and customers who could be eligible for this valuable tax benefit. Publicizing the EIC can increase your company's visibility in the community. The EIC supplements employees' wages at no cost to you. The EIC helps eligible workers pay bills and keep their jobs which in turn produces more stable employees.

Please tell your workers and/or customers about the Advance EIC payment option. Eligible workers can receive payment throughout the year instead of in a lump sum at tax time. Employers can also help by making W-5 forms available for convenience.

For more information on the EIC, contact the Center on Budget and Policy Priorities at (202) 408-1080 or the IRS at (800) 829-1040.

it's only a myth...

Myth #7:

Workforce Services doesn't help new business owners.

Reality:

A variety of publications are available to new business owners just by calling the local centers. "Doing Business In Utah" is a popular guide including business information about state and federal requirements, selecting business structure, preparing business plans, as well as identifying ways to finance business. Inquirers can also receive resource information about phone numbers and persons to contact regarding new accounts, audits, contributions, etc. If you would like a copy, please call Bob Andra at (801) 526-9443.

Bosses Listen Up!

Robert Johnson of Fort Worth, Texas, has been looking for the past several months for something that's as scarce as a good five-cent cigar: a meaningful, permanent part-time job.

The problem isn't that Johnson lacks skills. He's a former aerospace engineer with a law degree who practiced law for 20 years, then trained as a certified software technician. Rather, he laments, "in everything I have expertise in ... employers want somebody full time." In other cases, he adds, the part-time opportunities aren't challenging.

After a 15-year trend toward workplace flexibility, most big employers now offer setups aimed at allowing people to jam more roles and responsibilities into their day. But the idea of allowing people simply to cut back to a good, permanent part-time job has been a nonstarter at most companies.

Plenty of low-paying part-time jobs can be found in call centers, retailing and other service businesses, of course. Also, through gritty determination,

some workers, mostly women, have carved out good part-time roles.

Some companies allow parents to return part-time for awhile after parental leave. And professionals at

Fifty-eight percent of baby boomers want to work part time into their retirement.

some law, consulting and accounting firms have staked out part-time status without falling off the partner track.

Nevertheless, many workers long for part-time status. The Families and Work Institute say a full 33 percent of women and 28 percent of men would prefer to work part time if they could afford it. Other surveys found that given a choice between more time or more money, 40 percent to 60 percent of Americans would take the time.

Demographics are fueling that wish; AARP says 58 percent of baby boomers want to work part time into their retirement.

Many who ask to reduce their hours meet strong resistance. When a corporate strategist for a New Jersey financial-services firm asked to switch to the part-time status offered in his employer's written policies, the response from a manager was, "You've got to be kidding!" the strategist says. He was so stunned he dropped the idea. He has since left the company.

From employers' standpoint, most of the costs of part-timers are manageable. Part-timers tend to pay a larger share of health insurance, while life insurance, pensions and payroll taxes tend to cost their employers less.

Part-timers, however, often need full-time office space. A bigger hurdle is inconvenience. Managing more bodies can be complex. And work hours in many jobs are so open-ended that it can be hard to figure out a part-timer's pay.

Condensed from an article in *The Wall Street Journal*, Feb. 21 2001 "Employees Are Seeking Fewer Hours; Maybe Bosses Should Listen" by Sue Shellenbarger

Downtown EC Remodels

The office now offers a child care center, an education center, an employer center, and a job connection area.

By Stephen Chesley

There have been a number of changes within the Downtown Employment Center (EC) at 158 S.200 W. in Salt Lake City. The entire lobby has been remodeled and is now more customer friendly for job seekers. A new "Job Connection Room," complete with computer terminals, Internet connections, job boards and written employment information has been completed. In addition, more staff members are working with job seekers, helping them find better jobs, writing and formatting resumes, explaining current labor market trends, and career counseling. All this remodeling has been completed in accordance with DWS' continued emphasis on helping bring qualified job seekers and employers together.

In addition, DWS is partnering with the private and non-profit sectors to bring more services to our job-seeking customers. As part of our lobby remodel, we have created an education

room complete with computer terminals. We have signed contracts with LDS Business College, SLCC Skills Center, and Horizonte to teach computer skills, clerical skills, basic GED and life skills to our customers. In addition, we have created space and signed contracts with a child care provider to provide on-site, short-term child care to the children of the people who are taking advantage of our many services.

The result of all this remodeling is that the Downtown EC is attracting more qualified job seeking customers. Areas have been set aside for employers to recruit job seekers within our office. To take advantage of these services, an employer just needs to call their account representative (at the Business Services Center 468-0097) or contact Stephen Chesley, Business Consultant at the Downtown EC (524-9272) to arrange a time to setup and recruit for new employees.



Job Fair a Huge Success!

By - Connie Carter

The Midvale Employment Center (EC) hosted a General Job Fair on Jan. 18th in cooperation with 21 employers including Advanta, Convergys, Cookie Tree, Culver Staffing, Dept. of Corrections, Discover Card, DWS, HMS Host, Hertz Rent-A-Car, Interwest Medical, IHC, Marriott Reservations,

Micron, Sandy City, Sears Marketing, Strategic Staffing, Sysco, UPS, Wasatch Cache Nat'l Forest Service, Zevex and Zions Bank. The Veterans' Services Unit was on hand to provide individualized service to the 85 veterans who attended.

Over 1200 job seekers attended and surveys indicated they were very happy with the customer service and the employers represented.

About 40 staff from the Midvale EC, and extended support from the

Business Services Unit, helped to make this job fair one of the most successful ever! Comments from employers were very positive and included such comments as, "great quality of applicants, excellent customer service, lots of people attending and a rating of 10!" We appreciate the time and effort employers take visiting our ECs and supporting DWS.

Salt Lake Employer Committee and DWS Prepare High School Students

By Kim Auberger

Over the past two months DWS and members of the Salt Lake Employer Committee (SLEC) have presented to over 500 students from West, Murray, Hillcrest, West Jordan, East and Alta high schools. This lively, 60-minute presentation prepares students for the world of work by going over the steps to prepare for an interview, basic skills necessary to obtain an entry level position, and how to keep a job, once employed. Our presenters also give students a financial "reality check" by comparing wages and cost of living expenses, along with occupational demographics, so the students can make the right life choices by either going to work right out of high school, or obtaining the necessary post-high school education necessary to obtain most mid-level to upper-level jobs.

Following the presentation given by Amy Lowe and Tara Connolly, Employer Account Representatives with DWS, members of the SLEC reiterated the importance of preparing for an interview, skills necessary to work in specific industries, and the importance of a good work ethic in maintaining employment. Amy and Tara have had the pleasure of working with Rick Pizza Jr., Utah Power; Vauna Allinson, Healthsouth Rehabilitation Hospital; Cindy Hatch, Principal Financial Group; Frank

Morris, United Parcel Service; and Nicole Mouskondis, Nicholas and Company.

Comments from the students, teachers and vocational counselors have been very positive. The success of these presentations has kept our presenters very busy! We anticipate another influx of requests as most high schools around the valley prepare for their annual career fairs.

This presentation assists students in making wise occupational choices.



Need Temporary Labor? *Call the Temporary Placement Office (TPO)*

By Sue King

One of DWS' local offices that is often overlooked is our Temporary Placement Office (TPO) located at 2861 South 900 West in Salt Lake City. The TPO offers skilled and semi-skilled laborers who are ready to go to work instantly.

Most of our jobs are very short term, 1 to 3 days, but we occasionally have jobs that last up to 2 weeks. Although most of our open-

ings are heavy labor, we also keep a file of applicants who can do light work such as cleaning, sewing or general clerical work.

If an applicant is interested in working out of the TPO, they need to arrive by 6:45 a.m. each morning. If an employer calls for assistance, we announce the job to the applicants in attendance who raise their hands indicating they would like to be referred to the employer.

Office hours are 6:45 a.m. to 3:15 p.m. Employers can call 975-4005 to place job orders. We do ask that employers plan on paying the worker on the same day with cash or a check and a 4 hour minimum is very much appreciated by applicants. Just call the TPO and ask for any of our staff: Mike Asmussen, Karen Case, David Wilson or Isabel Souza. They are all anxious to serve the needs of employers and job seekers.

Who Wants to Be a Wage Expert?

Understanding and Using Wage Information

Actually, you don't need to be an expert at all. You just need to know where to find the most recent information on wages, which is just a click away on our website at:

<http://wi.dws.state.ut.us/pubs/uow/wagepub2001.htm>. Here you will find the *Utah Occupational Wages 2001*, a helpful tool that will show you what wages are being paid for which occupations in which areas. Find answers to questions such as: What are the highest paying occupations? The lowest paying? What you're paying your employees can affect your business. Here are a few excerpts:

Question: Who uses wage information?

Answer: Wage information is essential to employers, employees, and everyone who participates in the labor market.

- Employers use the data to determine whether they are paying their workers a competitive wage, to develop job descriptions and classification plans, to recruit workers, and to identify locations where new business operations may be successful.

- Job seekers, students, and others use wage data to make decisions

about jobs or careers, to negotiate job offers or promotions, to make relocation decisions, and to decide which education or training programs to pursue.

There is no single "right" wage for an occupation. The economy and the supply and demand of the job market determine the wage an employer is willing and able to pay an employee. The individual employee decides whether or not to accept the wage offered for the job he or she is hired to perform.

Question: We are worried about losing employees to competitors. How can we assure we're paying wages slightly above average?

Answer: To find the answer to this question, see the discussion of the middle 50 percent (beginning on page 9 of the publication on our website). You might also look at the average wages paid for the occupation in your area and average wages paid for other occupations your employees might be qualified to perform (i.e., you could lose a receptionist who finds a higher paying job working as a cashier).

Related Information Resources

A wide range of economic and labor market information is available via our website, <http://wi.dws.state.ut.us>. Click on the "Economic Information" button to find the projected job outlook for Utah and sub-state areas, regional economic forecasts, and cost-of-living information.

You'll also find:

- Hot links to all 50 state homepages
- The Bureau of Labor Statistics
- The Governor's Office of Planning & Budget

At the national level, the Department of Labor has several websites for employers, job seekers, and others interested in the labor market.

- America's Talent Bank at www.atb.org
- America's Job Bank at www.ajb.dni.us
- America's Career InfoNet at www.acinet.org

Employers share positive experiences with DWS:

Dear Mr. [Ken] Jensen:

We would like to take this opportunity to thank you for all your assistance and cooperation in our effort to gather information for our forthcoming Poverty Report.

Utah Issues is committed to providing all segments of society the necessary information to make a realistic assessment of the state of poverty in Utah, and we would not have been able to do so without your assistance.

Bill Crim

Executive Director, Utah Issues

To Tom Woodland:

Thank you for all of your support and help with our staffing efforts this last year. I could not have done it without you! I will contact you again in the spring when we begin hiring again. Again, thank you for your ongoing support. I appreciate you and your organization as a staffing partner."

Watkins Motor Lines, Inc.

To Tara Connolly & Amy Lowe:

On behalf of West Jordan High School, we would like to thank you for your continued support of our students. We have received many favorable comments about your presentations from our staff and students. We realize it took a great deal of your time but we feel it was a great service to our students."

West Jordan High School

Utah Department of Workforce Services
Executive Director's Office
140 East 300 South
Salt Lake City, UT 84111

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Events Calendar and Important Phone Numbers...

April:

4th - SLEC Meeting - 7:30 am
4th - Salt Lake Community College Fair - 8:00 - 2:00 pm
11th - Clerical Job Fair - So. County EC - 4:00 - 7:00 pm
18th - SLEC Seminar "Wrongful Discharge"- Little America Hotel - 11:30 am
19th - Youth Job Fair - Metro EC - 4:00 - 6:00 pm
25th - 27th - Business-to-Business Expo

May:

17th - General Job Fair - Midvale EC - 4:00 - 7:00 pm

June:

6th - SLEC Meeting - 7:30 am
19th - SLEC Seminar "Topic TBA" - Little America Hotel - 11:30 am
21st - West Jordan/DWS Job Fair - West Jordan City Hall - Time TBA

Better your Business Workshops: free informational meetings for employers regarding programs available to them. Meetings are held at 1385 S.State St.,from 7:30 am - 9:00 am.Pre-registration is required.

Important Phone Numbers:

Business Services Line:801-468-0097
Child Care Outreach:801-526-4342
Contributions:801-526-9235
Labor Market Info:801-526-9340
New Hire Reporting:801-526-4361
Rapid Response:801-526-4312
UI Benefit/Tax Info.:800-222-2857
DOL Wage/Hour Div.:801-524-5706
Utah Labor Commission:801-530-6801
Workforce Council:801-468-0095
WOTC Tax Credit:801-526-9484

Business Consultants:

Connie Carter801-567-3940
Sherrill Chapman801-269-4762
Gregory Dockery801-536-7173
Stephen Chesley801-524-9272
Trina Griffith435-833-7327

Salt Lake & Tooele Employer Committee Seminars: quarterly luncheon presentations (\$15 to 25 per person) on Labor Law, Hiring Rights, Recruitment & Retention, etc. For information visit us at www.dws.state.ut.us or call (801) 468-0097.